

**BSc Nursing (General)
Competency Assessment Document
Short Placement (3 weeks or less)**

2022 Additional 3 Week CAD

**NMBI National Competence Assessment Document – YEAR THREE
Signature Bank**

**PRECEPTORS/ASSOCIATE PRECEPTORS/REGISTERED
NURSES/PRACTITIONERS REGISTERED WITH NMBI/ SUPERVISORS
SIGNATURE SHEET**

All Preceptors/Associate Preceptors/Registered Nurses/Practitioners Registered with NMBI /Supervisors¹ signing nursing student documentation should insert their details below, as indicated.

Name of Preceptor/Associate Preceptor/Registered Nurse/Practitioner Registered with NMBI/ Supervisor (PRINT NAME)	Signature	Initials	Practice Placement Area

Completing this grid is a requirement for any professional who is signing or making an entry in the National Competence Assessment Document.

¹ Adapted from Nurse Registration Programmes Standards and Requirements (NMBI, 2016:124 - 3.2.6.6)

**NMBI National Competence Assessment Document – YEAR THREE
Practice Placement Details**

Name of practice placement	
Number of weeks in this practice placement	
Type of practice placement	
Name of the health service provider	
Phone number of placement	
Name of CNM	
Name of Preceptor	
Name of Associate Preceptor	
Name of CPC	

2022 Additional 3-week CAD

NMBI National Competence Assessment Document – YEAR THREE

Self-Evaluation

**PRACTICE PLACEMENT: SELF-EVALUATION OF LEARNING NEEDS
AND EXPECTATIONS**

This section is to be completed by the nursing student prior to practice placement, incorporating theory and clinical skills learning to date. The learning plan for practice placement is agreed with Preceptor/Associate Preceptor/Supervisor in accordance with the practice placement learning outcomes and guidelines for the National Competence Assessment Document.

The previous applicable experiences that I bring with me to this practice placement are ...
The learning outcomes and opportunities that I hope to achieve during this practice placement are ...
Any concerns that I have about this practice placement are ...
The relevant theoretical and practical learning that I bring to this practice placement are ...

NMBI National Competence Assessment Document – YEAR THREE
Competence Assessment Interviews
PRACTICE PLACEMENT: PRELIMINARY INTERVIEW
(Must be completed within the first 2 days)

Name of Preceptor/Associate Preceptor/Supervisor			
To be completed by the Nursing Student:			
Learning needs identified by the nursing student (refer to practice placement learning outcomes)			
To be completed by the Preceptor/Associate Preceptor/ Supervisor:			
Learning plan agreed with Preceptor/Associate Preceptor/Supervisor for practice placement (in accordance with the practice placement learning outcomes)			
Orientation to placement and Practice placement learning outcomes		Date:	
Nursing student signature		Date:	
Preceptor/Associate Preceptor / Supervisor signature		Date:	
Proposed date for final interview			

If the nursing student requires additional learning supports, these must be introduced in a timely manner, as per local HEI policy and procedures.

**NMBI National Competence Assessment Document – YEAR THREE
Competence Assessment Interviews (Reflection)**

As part of the nursing student’s competence assessment, the nursing student is required to complete ONE piece of reflective writing per practice placement regardless of the duration of the placement. The purpose of reflective writing is to demonstrate learning. The reflective writing is to provide one source of evidence relevant to the learning that has been achieved and must be linked to the practice placement learning outcomes in a particular domain. The nursing student should follow the template provided in the national competence assessment document.

*The nursing student, Preceptor/ CPC/ Link Academic Staff/ Supervisor must ensure that **Children, Persons, Service Users or Staff are not identifiable in the reflective writing piece.**

**REFLECTIVE PRACTICE: NURSING STUDENT REFLECTION USING GIBBS
MODEL OF REFLECTION (1988)**

Reflection must relate to situations encountered by the nursing student in this practice placement.

Description – What happened?

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Feelings – What were you thinking and feeling?

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Evaluation – What was good and bad about the experience?

Analysis – What sense can you make of the situation?

Conclusion – What else could you have done?

2022 Additional 3-week CAD

Action plan – If it arose again, what would you do?

2022 Additional 3-week CAD

Nursing student signature

Date:

Preceptor/Associate Preceptor/
Practitioner Registered with
NMBI/ Supervisor signature

Date:

BSc. Nursing Students
Reflection Time Record Sheet

During clinical placements each student is expected to complete **5 hours** of reflective time per week, to augment their learning. This can be spent outside the practice placement area. This is a record of how the student spent this time. Include an account of any of the following: Reflection/Self-Directed Study/Directed Learning/Problem Solving Activities

Note: only one row to be used per week of placement to account for the 5 hours spent on reflective time per week.

Date	Activity Theme/Reflection Topic	Student Signature	Total Hours

2022 Additional 3-week CAD

NMBI National Competence Assessment Document – YEAR THREE
Competence Assessment Interviews

PRACTICE PLACEMENT: PROGRESS NOTES
(Performing at Year 3 Level of Competence)

These are **sample** progress notes and will be operationalised in each HEI in accordance with local policy and procedures.

Preceptor/Associate Preceptor/Supervisor can use this space to write any progress notes they may have on nursing student's development of competencies

Signature		Date	
Signature		Date	
Signature		Date	
Signature		Date	

NMBI National Competence Assessment Document – YEAR THREE Six Domains of Competence

NMBI have determined that to practise safely and effectively as a Registered Nurse, a nursing student must demonstrate competence in the following Six Domains of Competence:

1. Professional Values and Conduct of the Nurse Competences
2. Nursing Practice and Clinical Decision-Making Competences
3. Knowledge and Cognitive Competences
4. Communication and Interpersonal Competences
5. Management and Team Competences
6. Leadership Potential and Professional Scholarship Competences

Competence is defined as the attainment of knowledge, intellectual capacities, practice skills, integrity and professional and ethical values required for safe, accountable and effective practice as a Registered Nurse. To assist in determining if a nursing student has met the required level of competence, NMBI has detailed performance criteria for each domain and relevant indicators which demonstrate if the performance criteria have been met.

Year 3: At this level, the student nurse is an advanced beginner under the *indirect supervision* of the Registered Nurse/ Practitioner Registered with NMBI/ Supervisor. They can identify the needs of people and family in practice, and begin to adopt a problem-solving approach to the provision of safe nursing care. *Indirect supervision is defined as the Preceptor being accessible to the undergraduate student nurse for guidance and support while providing delegated nursing care to children/ persons/service users and supports family members.* The undergraduate student nurse actively participates in the assessment, planning, delivery and evaluation of person-centred nursing, and is able to provide a rationale for their actions. It may be difficult for the student nurse to prioritise care in particular or complex situations.

In Year 3, at the end of each practice placement, nursing students have to achieve all domains and all indicators at participation and/or identification level.

Advanced Beginner

The nursing student demonstrates acceptable performance based on previous experience gained in real clinical situations.

Participation *

The nursing student becomes a participant rather than an observer with the support of the Preceptor/Supervisor where learning opportunities are identified in partnership.

Identification **

The nursing student takes more responsibility for their own learning and participation and initiates appropriate action and evaluates the same.

NMBI National Competence Assessment Document – YEAR THREE Six Domains of Competence
 (Where the Supervisor is not a Registered Nurse, a Registered Nurse must sign this assessment following a consultation with the Supervisor)

YEAR 3: Advanced Beginner	Not Achieved Sign/Date	Achieved Sign/Date P*	Achieved Sign/Date I**
<p><u>Domain 1: Professional values and conduct of the nurse competence</u> Knowledge and appreciation of the virtues of caring, compassion, integrity, honesty, respect and empathy as a basis for upholding the professional values of nursing and identity as a nurse.</p>			
<p><u>Domain 2: Nursing practice and clinical decision-making competence</u> Knowledge and understanding of the principles of delivering safe and effective nursing care through the adoption of a systematic and problem-solving approach to developing and delivering a person-centred plan of care based on an explicit partnership with the person and their primary carer.</p>			
<p><u>Domain 3: Knowledge and cognitive competence</u> Knowledge and understanding of the health continuum, life and behavioural sciences, and their underlying principles that underpin a competence knowledge base for nursing and healthcare practice.</p>			
<p><u>Domain 4: Communication and interpersonal competence</u> Knowledge, appreciation and development of empathic communication skills and techniques for effective interpersonal relationships with people and other professionals in healthcare settings.</p>			
<p><u>Domain 5: Management and team competence</u> Using management and team competencies in working for the person’s wellbeing, recovery, independence and safety through the recognition of the collaborative partnership between the person, family and multidisciplinary healthcare team.</p>			
<p><u>Domain 6: Leadership potential and professional scholarship competence</u> Developing professional scholarship through self-directed learning skills, critical questioning/reasoning skills and decision-making skills in nursing and the foundation for lifelong professional education, maintaining competence and career development.</p>			

**NMBI National Competence Assessment Document – YEAR THREE
Competence Assessment Interviews**

PRACTICE PLACEMENT: FINAL INTERVIEW

To be completed by the Nursing Student:
Nursing student’s review of progress during practice placement (refer to original practice placement learning outcomes and nursing student reflection)

Empty space for the Nursing Student's review of progress during practice placement.

To be completed by the Preceptor/Associate Preceptor/ Supervisor:
Preceptor/ Associate Preceptor/ Supervisor review of nursing student’s progress during practice placement (refer to original practice placement learning outcomes and nursing student reflection)

Empty space for the Preceptor/Associate Preceptor/ Supervisor review of nursing student’s progress during practice placement.

Competence achieved	
Yes	No**
Preceptor/Associate Preceptor/ Supervisor* signature	
Practitioner Registered with NMBI signature	
Nursing student signature	
Date	

***Where the Supervisor is not a Registered Nurse, a Registered Nurse must sign this assessment following a consultation with the Supervisor.**

****If no, please indicate the domains which were not achieved. Contact the CPC in line with HEI’s local policy and procedures.**

**NMBI National Competence Assessment Document – YEAR THREE
Competence Assessment Interviews**

**Domains that were not achieved by the Nursing Student in this Practice
Placement**

2022 Additional 3-week CAD

Preceptor/Supervisor signature		Date:	
Nursing student signature		Date:	
CPC signature		Date:	

Additional Supportive Interview

Student's view of his/her progress

Preceptor's concern about student's progress

Decisions reached

Student signature

Date

Preceptor signature

Date

Review Date:

Comment:

Student signature

Date

Preceptor signature

Date

SUPPORTIVE LEARNING PLAN² FOR PRACTICE PLACEMENT

Student Name: _____ **Intake Year:** _____

I.D Number: _____

Practice Placement Area: _____

Practice Placement Dates: From _____ **To** _____

Preceptor/Associate Preceptor Name & Grade:

Date _____ **Time** _____

List all persons present:

Description of specific concern/s as described by Student and Preceptor
(Link specific concerns with the Domains).

Agreed Goals

(Suggested and recommended methods to facilitate achievement of Domains)

Continue on next page

_____ ² See page 194

Student Signature: _____ Preceptor Signature: _____

Link Lecturer: _____ Clinical Placement Coordinator: _____

Clinical Nurse Manager: _____ Review Date Agreed: _____

Evaluation of agreed goals

Meeting Date:

2022 Additional 5-week CAD

Student Signature: _____ Preceptor Signature: _____

Link Lecturer: _____ Clinical Placement Coordinator: _____

Clinical Nurse Manager: _____ Review Date Agreed: _____

Evaluation of agreed goals in the event of an open SLP

Meeting Date:

2022 Additional 5-week CAD

Student Signature: _____ Preceptor Signature: _____

Link Lecturer: _____ Clinical Placement Coordinator: _____

Clinical Nurse Manager: _____ Date: _____